45xx Force Modernization
Communication Symposium

Proponency Branch
43/46 OCC Field Management
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Maj Sean Hays
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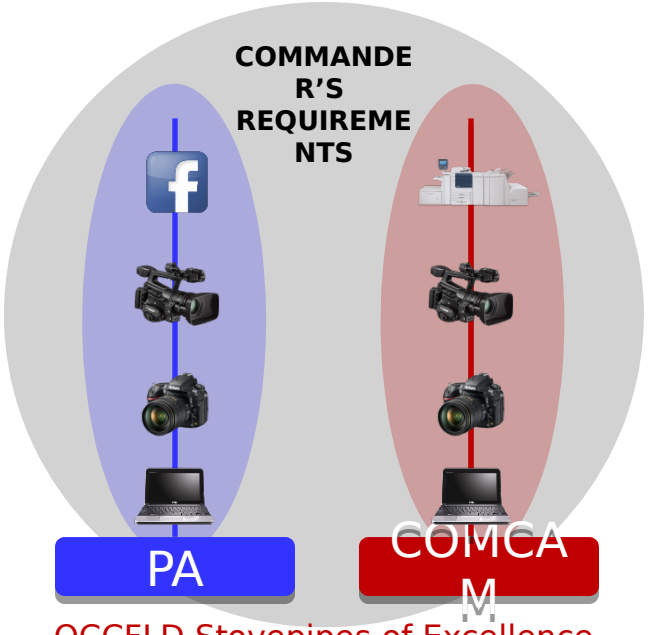
Problem

The last 15 years of operational experience demonstrated the reactive posture of our current organizational construct. Continued inefficiencies in planning, visual information acquisition, product development and distribution ultimately strain the communication synchronization process and provide our adversaries with a preventable advantage.

EXISTING PARADIGM



OCCFLD Stovepipes of Excellence

Reactive, Lacks Capacity

VISUALIZED REALITY

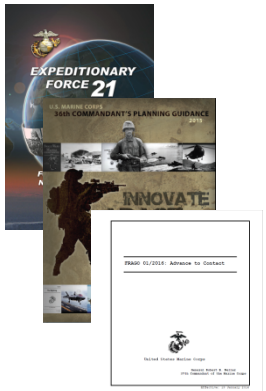
Required OCCFLD Convergence

Nimble, Adaptive, Fast, Austere

" We will continue striving to do what we do today better, but also be willing to consider how these same tasks might be done

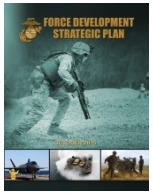
Solution

45XX Force Modernization Plan



Transformational Change
- Every 45XX Marine is a communicator
- Career roadmap
- Decentralized approach
- Optimizes resources to meet current and future demands

Enables Concepts and Strategies
- Expeditionary Force 21
- 36th Commandant's Planning Guidance
- 37th CPAG Implements 36th CPG



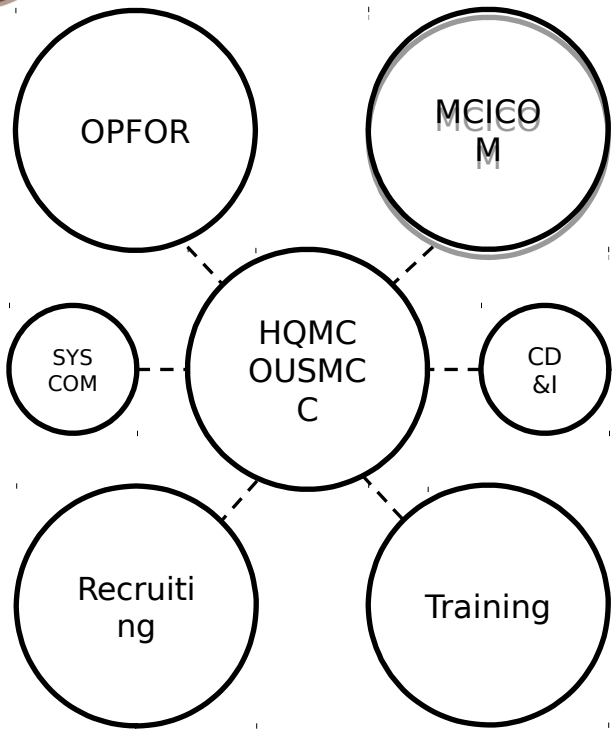
Force Development Strategic Plan
- Conceptualization of the Force
- Develop and Integrate the Force
- Train and Educate the Force
- Increase Naval Integration

Aligns with Future Force 2025

Endorsed by Leadership → **DOTMLPF Process** → **Implementation**

Service vision of the occupational field must adapt to ensure continued relevancy to MAGTFs, GCCs, and the American Public while meeting the challenges of a rapidly changing operating environment.

Solution: Organization



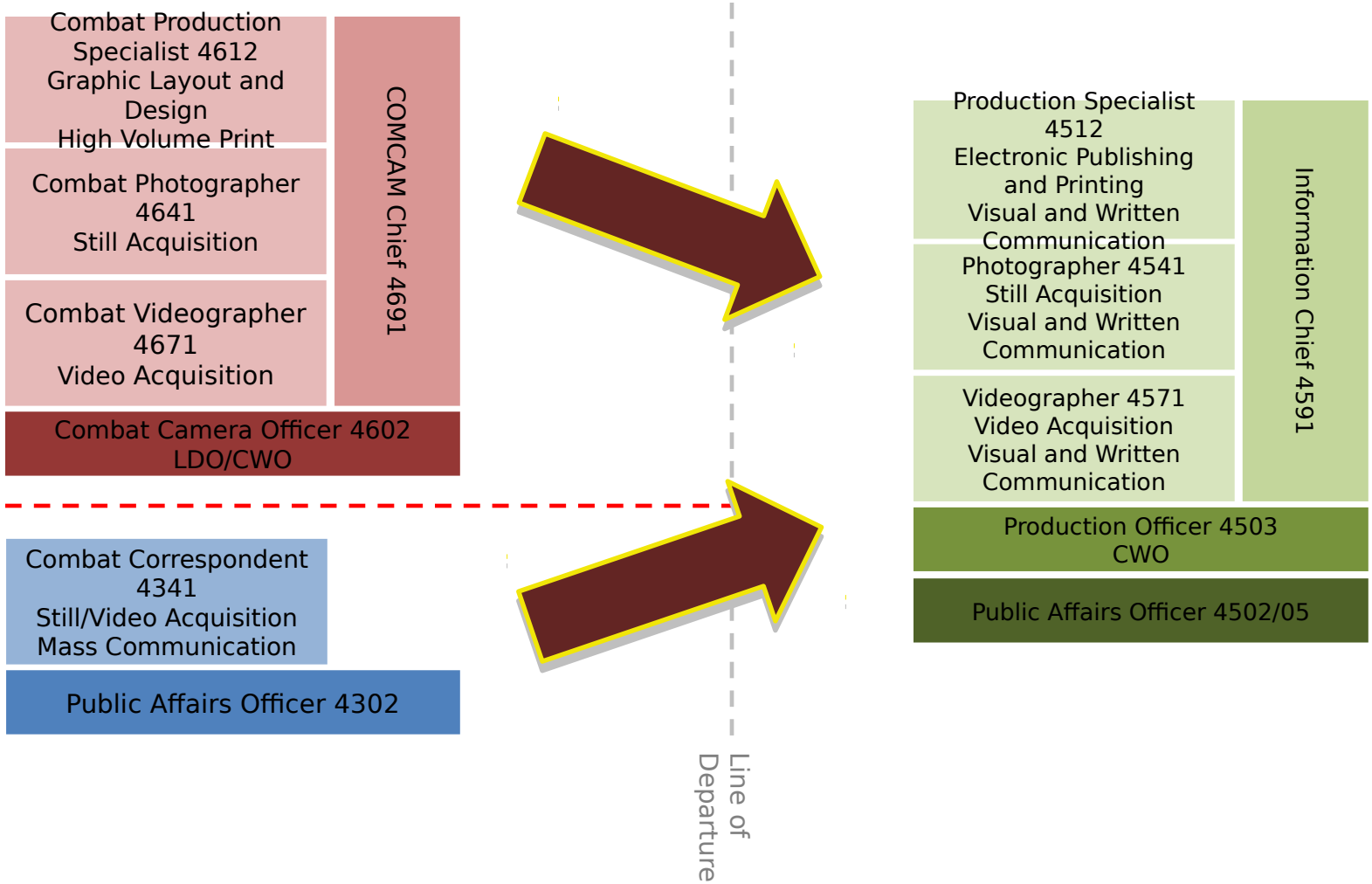
Message Team
Organic to the Commander
G3/Special Staff
Fully integrated into operations
Tailored approach
Requirements based
Moral Imperative

Unit
MARFORPAC
MARFORCOM
MARFORRES
MARFOR EU/AF
I MEF
II MEF
III MEF
1 MARDIV
2 MARDIV
3 MARDIV
1 MAW
2 MAW*
3 MAW*
11 MEU
13 MEU
15 MEU
22 MEU
24 MEU
26 MEU
31 MEU

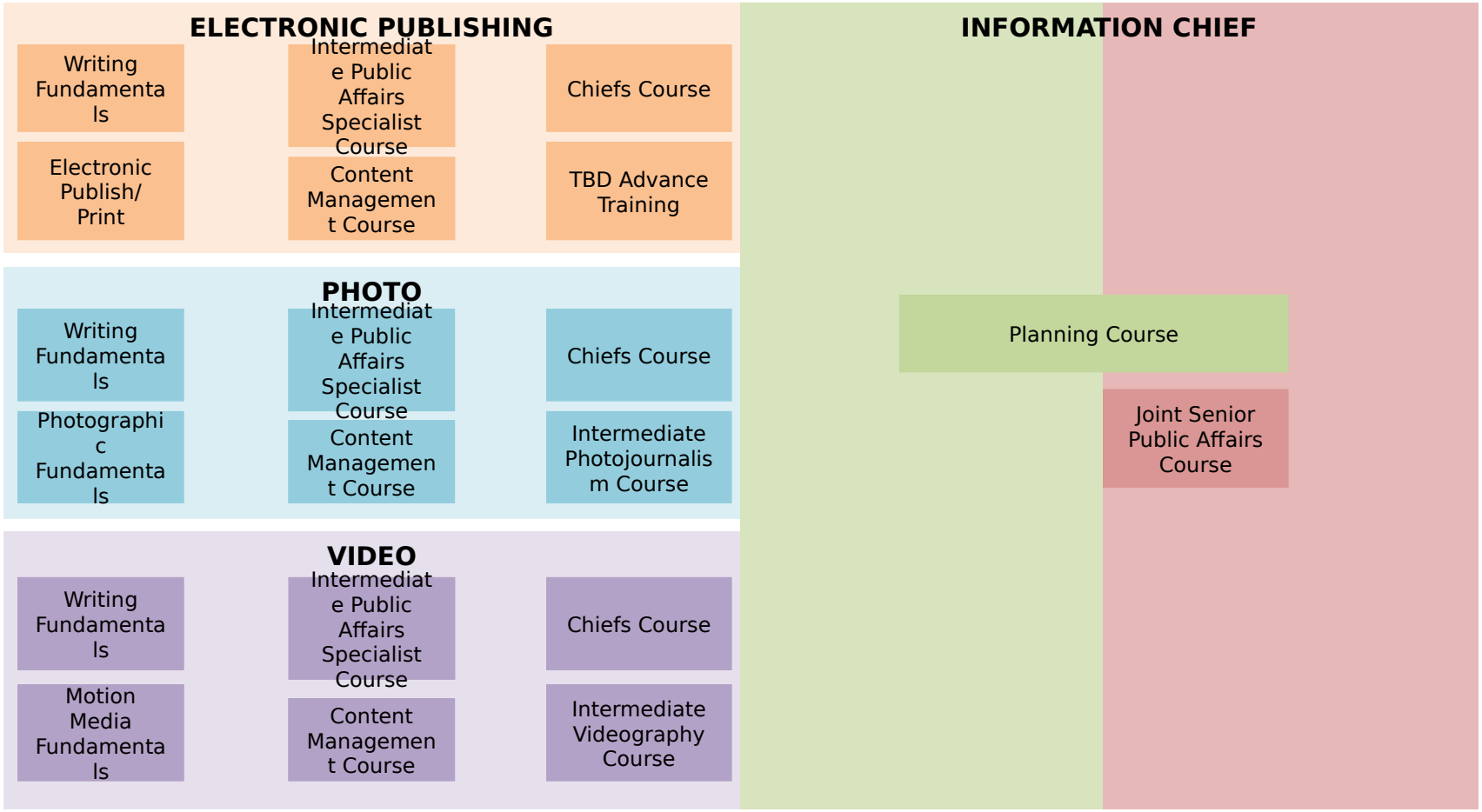
Unit
HQMC
MCI NCR
MCI-E
MCI-W
MCI-P
MCAGCC
MCRD PI
MCRD SD
MCAS Iwakuni
MCB Hawaii
MCCSSS
MCRC

"Like war itself, our approach to warfighting must evolve. If we cease to refine, expand, and improve our profession, we risk being outdated stagnant and defeated" –General Gray, 29th CMC

Solution: Transition



Solution: 45xx MOS Tracks

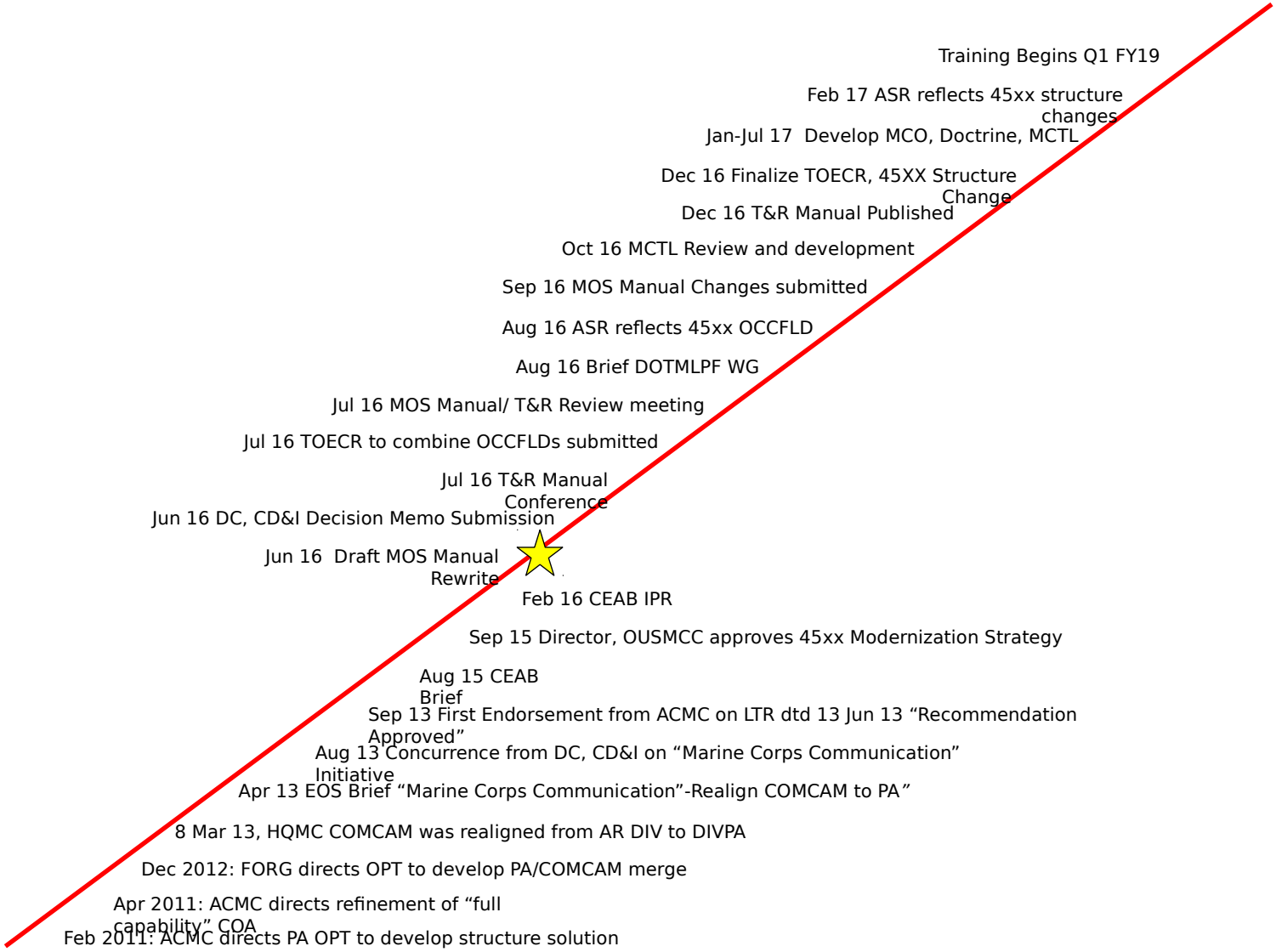


***Elective Courses Offered LCpl-GySgt**

Communication Leadership/Digital Multimedia/Visual Information Management/Public Affairs Qualification/Syracuse Training (Photo &Video only)/Electronic Journalism/Advanced Electronic Journalism /Broadcast Communication Specialist/Broadcast Management/Combat Camera Leadership

PFC	LCpl	Cpl	Sgt	SSgt	GySgt	MSgt	MGySgt

POA&M / Critical Path


Training Begins Q1 FY19
Feb 17 ASR reflects 45xx structure changes
Jan-Jul 17 Develop MCO, Doctrine, MCTL
Dec 16 Finalize TOECR, 45XX Structure Change
Dec 16 T&R Manual Published
Oct 16 MCTL Review and development
Sep 16 MOS Manual Changes submitted
Aug 16 ASR reflects 45xx OCCFLD
Aug 16 Brief DOTMLPF WG
Jul 16 MOS Manual/ T&R Review meeting
Jul 16 TOECR to combine OCCFLDs submitted
Jul 16 T&R Manual Conference
Jun 16 DC, CD&I Decision Memo Submission
Jun 16 Draft MOS Manual Rewrite
Feb 16 CEAB IPR
Sep 15 Director, OUSMCC approves 45xx Modernization Strategy
Aug 15 CEAB Brief
Sep 13 First Endorsement from ACMC on LTR dtd 13 Jun 13 “Recommendation Approved”
Aug 13 Concurrence from DC, CD&I on “Marine Corps Communication” Initiative
Apr 13 EOS Brief “Marine Corps Communication”-Realign COMCAM to PA”
8 Mar 13, HQMC COMCAM was realigned from AR DIV to DIVPA
Dec 2012: FORG directs OPT to develop PA/COMCAM merge
Apr 2011: ACMC directs refinement of “full capability” COA
Feb 2011: ACMC directs PA OPT to develop structure solution

DOTMLPF Assumptions

45XX Force Modernization

Doctrine

- Initiative supports CMC, DC CD&I requirements for Expeditionary Force 21
- Develop doctrine to reflect the new occupational field

Organization

- Requires the re-designation of all 43XX and 46XX structure to 45XX
- Requires the realignment of 45XX structure throughout the Marine Corps to support current and ultimately Future Force 2025 requirements
- Requires consistent coordination with TFSD CE and SE branches to ensure transition to a single occupational field

Training

- Current courses at DINFOS revised to reflect 45XX Military Occupational Specialties
- Chief's course for E6
- Mobile Training Teams employed during the transition period from July 2017-2019
- New curriculum synchronizes with FF 2025 and EF 21
- Expand joint training at DINFOS
- Quality of training remains or improves
- Additional instructors at DINFOS required to develop and facilitate curriculum
- Training curriculum develops a Marine who is prepared to serve as the primary planner for communication efforts : understands how to optimize and employ resources to meet information/communication engagement requirements in the OPFOR and SE

DOTMLPF Assumptions

Material

- In coordination with the OUSMCC (proponent), CD&I develops requirements used by SYSCOM to determine a material solution for the future
- The 45XX occupational field will operate with the current systems associated with the 43XX and 46XX communities until a new material solution is identified

Leadership/Education

- Training for senior leadership reflects changes and explains the 45XX employment
- Command visits to East, West, and Pacific to familiarize with the single occupational field
- Adjustments or changes to initiative communicated through formal meetings and processes

Personnel

- Additional instructors required
- Three-year phased approach to manning billets
- Q4 FY16 integrated 45XX teams, blend of formerly 43XX and 46XX at commands

Facilities

- Co-location where possible within existing facilities
- MCICOM space analysis to determine if renovations or new facilities are required to meet requirements

Cost

- Anticipated costs with facilities
- Structure growth comes at a cost from somewhere within the Marine Corps (zero-sum constraints)
- Increase in officer structure

QUESTIONS